General Faculty Meeting Minutes, April 6, 1995

Attendance

Chancellor Kiesler called the General Faculty Meeting to order at 3:45 p.m. in the Reynolds Alumni Center. Approximately 200 faculty, staff, and visitors attended.

Report from the Faculty Council Chair

Chairman Ed Hunvald began the General Faculty Meeting with a review of some of the major actions taken during the past semester by the Faculty Council. First, he reviewed plus/minus grading, which is to take effect beginning in the fall of 1995. The chair reminded faculty that it is very important for each faculty member to make the students aware of the grading procedure that the grading procedures will be for that particular course. Next, the chair reported on the revised admissions policy approved for the fall of 1996. He stated that at the last meeting Council approved changes in the minimum standards for admissions to the university for beginning and transfer undergraduate students. These changes are significant in two respects. First of all, all admissions of beginning students can now be based on a predicted grade point average of 2.0 and multiple factors will be used in the formula for that prediction. One factor, of course, will be ACT or SAT scores, but high school class rank will not be used. The grades in core courses will be used. The second aspect of the change has to do with the changes in the admissions requirements for transfer students in an effort to ensure that the transfer students we admit are qualified. Next, he mentioned that Faculty Council has passed a resolution favoring a system of tuition remission for dependents of faculty and staff. This has been forwarded to a systems committee which is considering faculty and staff benefits.

Faculty Council will have before them at their next meeting a proposal to put a cap on fees. This is to charge hourly for course work up to a certain level, approximately 14 hours, with no charge for courses after that. If adopted, this will be forwarded to the System Committee on Fee Structure.

Another change that has occurred over the past year is the change in the process for awarding emeritus titles. The proposal which originated on this campus was approved by the Intercampus Faculty Council and now has been approved by the Board of Curators. The major change is that the award will originate with the departmental faculty of the involved member. These new procedures will take effect as of next fall (1995).

This campus has also proposed a significant revision in the faculty grievance procedures. These have been reviewed, modified, and approved by the Intercampus Faculty Council, and are now being reviewed at the UM level. It is hoped that this proposal can be presented to the Board of Curators at its June meeting. The major changes are to make the process more efficient and fair.

The Chair also commented on the efforts to improve academic advising which have not received the publicity they deserve. Two years ago, a task force was established on student advising and retention. In August 1993, this group issued a report and Faculty Council endorsed their goals and recommendations. Since then, there has been considerable cooperative effort by faculty, students and administration to achieve those goals and it appears that most of the recommendations will be adopted. The Faculty Council Student Affairs Committee has just made a report to Council in which they note a number of developments. First of all, in February, Gil Porter was appointed as coordinator of Campus Advisement. Secondly, twelve retired faculty are now serving as supplemental advisors for students on matters unrelated directly with academics. Divisional deans have supported the professional development of professional advisors by sending over a dozen advisors to national and regional meetings on advisement. Nine students now represent undergraduates on a Committee on Undergraduate Education and also serve as a student ombudsman to deal with student concerns about advising. Departments are being encouraged to develop and update their existing handbooks to assist students during registration and the handbooks will be put into a “web” for computer access. A common and often justified complaint of students has been with regard to student advising; and, through the cooperation of faculty, students and administration, steps are being taken to make improvements in this area. It’s important that all faculty recognize the importance of academic advising and that it should be rewarded. The chair hopes everyone will note the importance of good student advising and take it to heart when serving on Promotion/Tenure Committees or on committees making recommendations regarding salary adjustments.

Another ongoing activity by Faculty Council, and other councils involved, is the Library Scholarship Policy Committee and related task force. In terms of the long-range future of this campus, with all due regard to program review, the library is still the most important issue facing this campus. Last fall, Faculty Council established a Scholarship Policy Committee, which, in the next two years, will develop a recommendation for a scholarship program for the library.
research. One of their first acts was to ask the Chancellor to sponsor a conference on library problems and the Chancellor did that. The conference was held this past February. There were invited experts, and there was opportunity for all concerned to express their views. After the symposium, the task force met with the Chancellor, the Provost, and others to discuss the results. At the moment there are no ready-made solutions to the problems facing the library. However, one thing is clear; there is a need for a new long-range plan. When phase two of the library construction was cancelled, in effect the long-range plan that it was a part of was also cancelled. Therefore, there is a need a new long-range plan. The committee will continue to operate. Faculty Council will ensure its continuity. Much has been accomplished and much remains to be done. Chairman Hunvald then thanked the members of that group particularly for all their efforts.

We have now had two years experience with the Administrative Review Process and Council, along with the Campus Committee on Administrative Review, will be examining how the process can be improved and made more effective. Second, Chairman Hunvald talked about revision of the Faculty Responsibility Procedures which are in need of simplification and clarification. They are unduly cumbersome, and in some places they are not as clear as they should be. Third, he noted we need an updating of the Faculty Handbook. Because of Board revisions of various rules and regulations and other actions, many portions of that handbook are now out of date. Council is also going to consider the establishment of a Campus-wide Curriculum Committee of some sort. With the establishment of the core curriculum, the clusters program, and the increased number of courses and programs that are cut across divisional lines, there needs to be some group to deal with approval of such proposals. Council will be working with the Undergraduate Education Committee to determine whether there should be such a committee, and if so, its composition and charge.

In closing, he thanked the members of the Executive Committee of Council for their hard work this year.

Report from the Chancellor

The Chancellor then began his remarks by reviewing a long list of special honors of MU faculty and their accomplishments, awards, and special publications of the last year. The Chancellor also thanked Faculty Council for their work last year and praised Ed Hunvald for his leadership as chair of Faculty Council since the arrival of the Chancellor. The Chancellor then reviewed the strategic planning and resource allocation process here at MU using the "unique niche strategy." The Chancellor gave an expanded slide presentation of the information that he provided to the Board of Curators at the recent Board of Curators meeting in March. A handout of his slides is available from the Chancellor's office. In explaining his concept of niche strategy planning, the Chancellor listed these points: 1) it integrates planning and resource allocation; 2) it requires reallocation within units; 3) it dedicates future faculty openings; 4) it allows "mortgaging" of positions; 5) it emphasizes short term investments; 6) it allows telescopic planning, which includes the use of benchmarks or contingency plans; 7) it emphasizes zero sum gain; 8) it emphasizes multiple-year planning; and, 9) it emphasizes true costs, and a greater focus and income enhancement.

He then followed by explaining the questions that are inherent in unique niche strategy planning. These are: 1) how do others rate

4) what are other strengths at the university to which you might profitably connect; 5) what are the comparative advantages in the environment (that is, problems that remain unsolved or special resources that are available at MU); and, 6) finally, what do

significant others consider to be the major unsolved problems or issues in your field. The Chancellor then used two departments to illustrate his points. First, he gave specific examples from the English department here at MU; and then secondly, he used as an example how a science department could plan.

At the end of his talk, the Chancellor took several questions from the audience prior to the floor adjourning to a reception held in the Great Room. The meeting adjourned at approximately 5:00 p.m.

Respectfully submitted,
Robert A. Almony
Faculty Council Recorder

Faculty Council Meeting Minutes, April 13, 1995

Attendance

Present were: Lloyd Barrów, Dale Blevins, Benedict Campbell, Joe Charlson, Vicki Conn, Jay Dix, Allen Hahn, Peter Hall, Richard Hatley, Edward Hunvald, Charles Knowles, Loren Nikolai, Deborah Pearseall, Larry Penney, Glenn Pierce, Ron Plain, Patricia Plummer, Michael Porter, Michael Prewitt, Dennis Sentilles, Don Sievert, Mary Ellen Sievert, Harry Tyrer, Lillian Dunlap for Betty Winfield, Bob Almony (Librarians), Roy Utz (Retirees), and Mabel Grimes (Black Faculty & Staff). Absent were: Gary Allee, Hardeep Bhullar, Leonard Forte, Jean Hamilton, and Fred Springsteel.

Approval of Minutes

Chairman Ed Hunvald brought the meeting to order in Room S110 of the Memorial Union at 3:40 p.m. The minutes of the March 30, 1995 were approved as presented.

Report of Officers

The Executive Committee met with Charles Schroeder and others regarding the question of whether or not the rules on class attendance as stated in the M-book need to be clarified. There are three issues involved: 1) how to insure that the instructor's policy on class attendance is made clear at the beginning of the course; 2) whether, and how to apply, any policy relating to consideration of absences occasioned by institutional obligations, and in particular, problems raised by obligations that could not have been anticipated or foreseen at the beginning of the semester; and 3) how to emphasize the responsibility of students to contact the instructor and to work out any problems that arise. Faculty Council will be referring this matter to the Academic Affairs Committee who will work with Student Affairs on this matter.

The Chair reminded Council that the Faculty Council had authorized a report on all the Scientific Research and
designated to deal with such matters, Faculty Council sent the proposal (with our endorsement) to the Committee on Undergraduate Education. They, in turn, have sent the matter back to Faculty Council with a resolution requesting the establishment of a campus-wide Curriculum Committee to deal with, at a minimum, cross-divisional programs and courses. Faculty Council has discussed this matter in the past and the consensus was that there should be a committee. Therefore, Ed Hunvald has referred this matter to the Academic Affairs Committee to consider the composition and charge of such a committee and to work with the Provost’s Office and the Committee on Undergraduate Education.

The Committee on Undergraduate Education has adopted a resolution asking for a delay in the implementation of plus/minus grading. Ed Hunvald has drafted a letter suggesting that Mike Prewitt and he meet with that committee to see exactly what problems they are having. It is the opinion of the Executive Committee of Faculty Council that after two years of work and consideration that solutions or methods of dealing with the various problems have already been proposed.

The North Central Accreditation visit will be April 24-26, 1995. In the tentative schedule, the Executive Committee will meet with some members of the visiting team on Tuesday, April 25, 1995.

**Discussion Items**

**Admissions Policies.** Charles Schroeder, Gary Smith, and Gary Pike were present to answer questions concerning the implementation of the admissions requirements approved by Council at the last meeting. Several handouts were made available to Council by Gary Pike. These included: 1) a set of summary pages of results for various prediction models for the academic year beginning in the fall of 1996; and 2) a document entitled “Development of a Predictive Model for Use in Admissions Decisions at the University of Missouri-Columbia” prepared by Gary Pike. Copies of these documents may be obtained from Becky Flanders in the Faculty Council office. It was pointed out that the main reason for increasing the admissions requirements at MU is to give our students a greater likelihood of graduating in the future. Gary Smith announced that once these new admissions standards have been approved at the various campus levels they will be taken to the Board of Curators as soon as possible. Then the Admissions Office will begin getting information out to high school counselors in the state as quickly as possible later this spring, so that they will have the information in hand by late spring or early summer.

**Academic Advising.** Dale Blevins made available a report from the Student Affairs Committee. His full report is included herein.

“Since late last fall I have been meeting with Ms. Stacy Shimkowitz, who represents the Student Affairs equivalent of MSA. She indicated that a poll of undergraduates last fall reported that one of the top concerns is academic advising. The MSA committee directed her to work through Faculty Council to determine if a coalition of faculty and students could implement change in the quality of academic advising. I began our discussions by giving her the report from the Task Force on Undergraduate Advising. Later we interviewed Jo Behymer and had a meeting with Charles Schroeder, Vice Chancellor for Student Affairs. In the meeting with Vice Chancellor Schroeder, we decided to call a meeting of a larger group to gather information on all the things going on in the area of academic advising and to determine how the report for the Task Force was being implemented. On March 28, Stacy and I met with Charles Schroeder, Jo Behymer, Gil Porter, Bill Stringer, Bonnie Zelenak and Gary Pike. Several others were invited but were out of town. As a result of the meeting it became apparent that the Chancellor intends to enact most of the Task Force recommendations. One key may be the appointment in February of Gil Porter as Coordinator of Campus Advising. In addition, 12 retired faculty members have agreed to serve as supplemental advisors for students on matters such as time management, study skills, career exploration and personal growth. Divisional Deans have supported the professional development of professional advisors by sending over a dozen professional advisors to national and regional meetings on academic advising. In addition nine students now represent undergraduates on the Committee on Undergraduate Education and these students also work as a group ombudsman to deal with student concerns about advising.

At the March 28 meeting, it was determined that several departments need to develop Handbooks to assist undergraduates during registration. Evidently almost all departments had Handbooks in the past but they have been dropped.
Standing Committee Reports

Special Projects. Joe Charlson and Glenn Pierce met with Bill Pfander of the Retirees Organization and discussed the possibility of an informal lounge where faculty members would be able to meet. This is their main project and it will be worked on when they get their office next to Faculty Council’s office in Jesse Hall next fall.

Closed Session and Adjournment

Faculty Council moved into closed session at 4:45 p.m. for approval of honorary degree candidates. Faculty Council was adjourned at 4:50 p.m.

Respectfully submitted,
Robert A. Almony, Jr.
Recorder